

# The Gazette of India

**EXTRAORDINARY**

**PART I—Section 1**

**PUBLISHED BY AUTHORITY**

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**No. 152] NEW DELHI, WEDNESDAY, SEPT. 8, 1954**

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**MINISTRY OF HOME AFFAIRS**

**NOTIFICATION**

*New Delhi, the 8th September, 1954*

**THE INDIAN ADMINISTRATIVE SERVICE (RECRUITMENT)  
RULES, 1954**

**No. 3/1/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title.**—These rules may be called the Indian Administrative Service (Recruitment) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) “Commission” means the Union Public Service Commission;
- (b) “Joint Cadre” and “State Cadre” have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;
- (c) “listed post” has the meaning assigned to it in the Reserved Posts (Indian Civil Service) Rules, 1938;
- (d) “member of the Indian Civil Service” means a person who, having been appointed to the civil service under the Crown in India, known as the Indian Civil Service, continues, on and after the commencement of the Constitution, to serve under the Government of India or of a State;
- (e) “Service” means the Indian Administrative Service;
- (f) “State” means a Part ‘A’ State, or a Part ‘B’ State other than the State of Jammu and Kashmir, and includes the State of Vindhya Pradesh;

- (g) "State Civil Service" means any service or services approved for the purposes of these rules by the Central Government in consultation with the State Government, a member of which normally holds for purposes of revenue and general administration charge of a sub-division of a district or a post of higher responsibility;
- (h) "State Government", in relation to the State of Vindhya Pradesh, means the Lieutenant Governor; and
- (i) "State Government concerned", in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by the Governments of all such States to represent them in relation to a particular matter.

**3. Constitution of the Service.**—(1) The Service shall consist of the following persons, namely:—

- (a) members of the Indian Civil Service, not permanently allotted to the judiciary;
- (b) members of the Indian Civil Service permanently allotted to the judiciary who have been holding executive posts from the date of the commencement of the Constitution and who may be declared by the Central Government to be members of the Service in consultation with the State Government;
- (c) persons who, at the commencement of these rules, are holding substantively listed posts, other than posts in the judiciary;
- (d) persons recruited to the Service before the commencement of these rules; and
- (e) persons recruited to the Service in accordance with the provisions of these rules.

(2) Nothing contained in these rules shall be construed to affect the provisions contained in article 314 of the Constitution, in so far as the said provisions apply to the members of the Indian Civil Service.

**4. Method of recruitment to the Service.**—(1) Recruitment to the Service, after the commencement of these rules, shall be by the following methods, namely:—

- (a) by a competitive examination;
- (b) by promotion of members of a State Civil Service;
- (c) by selection, in special cases, from among persons, other than members of a State Civil Service, serving in connection with the affairs of a State.

(2) Subject to the provisions of these rules, the method or methods of recruitment to be adopted for the purpose of filling any particular vacancy or vacancies in the Service as may be required to be filled during any particular period of recruitment, and the

number of persons to be recruited by each method, shall be determined on each occasion by the Central Government in consultation with the Commission:

Provided that where any such vacancy or vacancies relate to a State Cadre or a Joint Cadre, the State Government concerned shall also be consulted.

**5. Disqualifications for appointment.**—(1) No person shall be qualified for appointment to the Service unless he is a citizen of India and is not ordinarily residing in the State of Jammu and Kashmir.

(2) No person who has more than one wife living shall be eligible for appointment to the Service:

Provided that the Central Government may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this sub-rule.

(3) No married woman shall be entitled as of right to be appointed to the Service, and where a woman appointed to the Service subsequently marries, the Central Government may, if the maintenance of the efficiency of the Service so requires, call upon her to resign.

**6. Appointment to the Service.**—All appointments to the Service after the commencement of these rules shall be made by the Central Government and no such appointment shall be made except after recruitment by one of the methods specified in rule 4.

**7. Recruitment by competitive examination.**—(1) A competitive examination for recruitment to the Service shall be held at such intervals as the Central Government may, in consultation with the Commission, from time to time, determine.

(2) The examination shall be conducted by the Commission in accordance with such regulations as the Central Government may from time to time make in consultation with the Commission and the State Governments.

(3) The regulations made under sub-rule (2) shall provide for the reservation in favour of candidates belonging to the Scheduled Castes and the Scheduled Tribes to the extent not exceeding 12½ per cent and 5 per cent. respectively, of the number of vacancies to be filled on the results of each examination.

(4) Candidates belonging to the Scheduled Castes or the Scheduled Tribes declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration may be appointed to the vacancies reserved for the candidates of the Scheduled Castes or the Scheduled Tribes, as the case may be, under sub-rule (3).

(5) If a sufficient number of candidates belonging to the Scheduled Castes and the Scheduled Tribes are not available for filling up all the vacancies reserved for them, the remaining vacancies shall be filled from among other candidates and an equivalent number of additional vacancies shall be reserved for candidates

belonging to the Scheduled Castes and the Scheduled Tribes for the next examination:

Provided that if a sufficient number of suitable candidates is not available at the next examination to fill all the reserved vacancies including the additional vacancies, the additional vacancies or such of them as are not filled shall lapse.

**8. Recruitment by promotion or selection for appointment to State and Joint Cadres.**—(1) The Central Government may, on the recommendations of the State Government concerned and in consultation with the Commission and in accordance with such regulations as the Central Government may, after consultation with the State Governments and the Commission, from time to time, make, recruit to the Service persons by promotion from amongst the members of a State Civil Service.

(2) The Central Government may, in special circumstances and on the recommendation of the State Government concerned and in consultation with the Commission and in accordance with such regulations as the Central Government may, after consultation with the State Governments and the Commission, from time to time, make, recruit to the Service any person of outstanding ability and merit serving in connection with the affairs of the State who is not a member of the State Civil Service of that State.

(3) (a) Where a vacancy occurs in a State Cadre which is to be filled under the provision of this rule, the vacancy shall be filled by promotion of a member of the State Civil Service or, as the case may be, by selection of any other officer serving in connection with the affairs of that State.

(b) Where a vacancy occurs in a Joint Cadre which is to be filled under the provision of this rule, the vacancy shall, subject to any agreement in this behalf, be filled by promotion of a member of the State Civil Service of any of the States constituting the group or as the case may be, by selection of any other officer serving in connection with the affairs of any such State.

**9. Number of persons to be recruited under rule 8.**—(1) The number of persons recruited under rule 8 in any State or group of States shall not, at any time, exceed 25 per cent. of the number of senior duty posts borne on the cadre of that State or group of States.

Provided that the number of persons recruited under sub-rule (2) of rule 8 shall not at any time exceed 15 per cent. of the total number of posts calculated in the manner laid down in sub-rule (3) for filling up by such promotion and selection.

(2) Notwithstanding anything contained in sub-rule (1), the Central Government may, in consultation with the State Government concerned increase the number of posts reserved for being filled under sub-rule (1) or sub-rule (2) of rule 8 in any Part B State or the State of Vindhya Pradesh during any specified period.

(3) For the purpose of determining the percentage specified in sub-rule (1)—

- (a) the following categories of officers shall be included, namely:—
- (i) holders of listed posts;
  - (ii) officers of a State Civil Service appointed to the Service against the 25 per cent. quota before the commencement of these rules; and
- (b) the following category of officers shall be excluded namely:—
- (i) officers of a State Civil Service appointed to the Service under the Emergency Recruitment Scheme otherwise than against the 25 per cent quota;
  - (ii) officers of a State Civil Service, who may be appointed to any of the vacancies caused by the transfer of cadre officers to another service or by their quasi-permanent deputation to the Centre;
  - (iii) officers of a State Civil Service appointed to the Service from list II, prepared by the Special Recruitment Board under the Indian Administrative Service (Extension to States) Scheme.

10. **Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

11. **Repeal and saving.**—All rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

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## THE INDIAN POLICE SERVICE (RECRUITMENT) RULES, 1954

**No. 3/4/54-AIS(II).**—In exercise of the powers conferred by sub-section (4) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title.**—These rules may be called the Indian Police Service (Recruitment) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'Commission' means the Union Public Service Commission;
- (b) 'Joint Cadre' and 'State Cadre' have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;
- (c) 'member of the Indian Police' means a person who, having been appointed to the police service under the Crown in India, known as the Indian Police, continues on an

after the commencement of these rules, to serve under the Government of India, or a State;

- (d) 'Service' means the Indian Police Service;
- (e) 'State' means a Part 'A' State or a Part 'B' State other than the State of Jammu and Kashmir, and includes the State of Vindhya Pradesh;
- (f) 'State Government' in relation to the State of Vindhya Pradesh means the Lieutenant Governor;
- (g) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter; and
- (h) 'State Police Service' means the principal police service of a State, a member of which normally holds charge of a sub-division of a district for purposes of police administration and includes any other duly constituted police service functioning in a State which is declared by the State Government to be equivalent thereto.

**3. Constitution of the Service.**—(1) The Service shall consist of the following persons, namely:—

- (a) members of the Indian Police;
- (b) members recruited to the Service before the commencement of these rules; and
- (c) persons recruited to the Service in accordance with the provisions of these rules.

(2) Nothing contained in these rules shall be construed to affect the provisions contained in article 314 of the Constitution, in so far as the said provisions apply to the members of the Indian Police.

**4. Methods of recruitment to the Service.**—(1) Recruitment to the Service, after the commencement of these rules, shall be by the following methods, namely:—

- (a) by a competitive examination;
- (b) by promotion of members of a State Police Service.

(2) Subject to the provisions of these rules, the method or methods of recruitment to be adopted for the purpose of filling any particular vacancy or vacancies in the Service, or such vacancies therein as may be required to be filled during any particular period of recruitment, and the number of persons to be recruited by each method, shall be determined on each occasion by the Central Government in consultation with the Commission and the State Government concerned.

**5. Disqualifications for appointment.**—(1) No person shall be qualified for appointment to the Service unless he is a citizen of India, not ordinarily residing in the State of Jammu and Kashmir.

(2) No person who has more than one wife living shall be eligible for appointment to the Service:

Provided that the Central Government may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this sub-rule.

(3) No married woman shall be entitled as of right to be appointed to the Service, and where a woman appointed to the Service subsequently marries, the Central Government may, if the maintenance of the efficiency of the Service so requires, call upon her to resign.

**6. Appointment to the Service.**—All appointments to the Service after the commencement of these rules shall be made by the Central Government and no such appointment shall be made except after recruitment by one of the methods specified in rule 4.

**7. Recruitment by competitive examination.**—(1) A competitive examination for recruitment to the Service shall be held at such intervals as the Central Government may, in consultation with the Commission, from time to time determine.

(2) The examination shall be conducted by the Commission in accordance with such regulations as the Central Government may from time to time make in consultation with the Commission and the State Governments.

(3) The Commission shall, on the results of the competitive examination, prepare a list in order of merit of candidates whom they consider fit for appointment to the Service and appointments to the Service shall, subject to any regulations made under sub-rule (2), be made in the order in which their names appear in the said list.

(4) The regulations made under sub-rule (2) shall provide for the reservation in favour of candidates belonging to the Scheduled Castes and the Scheduled Tribes to the extent not exceeding 12½ per cent. and 5 per cent. respectively, of the number of vacancies filled on the results of each examination.

(5) Candidates belonging to the Scheduled Castes and the Scheduled Tribes declared by the Commission to be suitable for appointment to the Service with due regard to the maintenance of efficiency of administration may be appointed to the vacancies reserved for the candidates of the Scheduled Castes or the Scheduled Tribes, as the case may be, under sub-rule (4).

(6) If a sufficient number of candidates belonging to the Scheduled Castes and the Scheduled Tribes are not available for filling up all the vacancies reserved for them, the remaining vacancies shall be filled from among other candidates and an equivalent number of additional vacancies shall be reserved for candidates belonging to the Scheduled Castes and the Scheduled Tribes for the next examination:

Provided that if a sufficient number of suitable candidates is not available at the next examination to fill all the reserved vacancies including the additional vacancies, the additional vacancies or such of them as are not filled shall lapse.

**8. Manner of filling vacancies by competitive examination.**—All vacancies in the cadre of a particular State to be filled by a competitive examination held under sub-rule (3) of rule 7, shall so far as may be, and subject to a general or special order of the Central Government, be filled from among the successful candidates ordinarily residing in that State or in any Part C State adjacent to such State.

**9. Recruitment by promotion.**—(1) The Central Government may, on the recommendation of the State Government concerned and in consultation with the Commission, recruit to the Service persons by promotion from amongst the members of a State Police Service in accordance with such regulations as the Central Government may, after consultation with the State Governments and the Commission, from time to time, make.

(2) The number of persons recruited under sub-rule (1) in any State or group of States shall not, at any time, exceed 25 *per cent.* of the number of senior duty posts borne on the cadre of that State or group of States.

(3) Notwithstanding anything contained in sub-rule (2), the Central Government may, in consultation with the State Government concerned, increase the number of posts reserved for being filled under sub-rule (1) in any Part 'B' State or the State of Vindhya Pradesh during any specified period.

(4) For the purpose of determining the percentage specified in sub-rule (2), officers of a State Police Service appointed to the Service before the commencement of these rules against the 25 *per cent.* quota shall be included, and the following category of officers shall be excluded, namely:—

- (i) officers of a State Police Service appointed to the Service under the Emergency Recruitment Scheme otherwise than against the 25 *per cent.* quota;
- (ii) officers of a State Police Service appointed to the Service from List II prepared by the Special Recruitment Board under the Indian Police Service (Extension to States) Scheme.

Note:—"State Police Service" shall include Assistant Commissioners of the Calcutta Police in the State of West Bengal.

**10. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**11. Repeal and saving.**—All rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules:

Provided further that recruitment to the Service made on the results of the competitive examination to be held in 1954 shall be made in accordance with the orders and instructions in force in that behalf immediately before the commencement of these rules.



## THE INDIAN ADMINISTRATIVE SERVICE (PROBATION) RULES, 1954.

**No. 4/1/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These Rules may be called the Indian Administrative Service (Probation) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'Commission' means the Union Public Service Commission;
- (b) 'Principal' means the Principal of the Training School;
- (c) 'probationer' means a person appointed to the Service on probation;
- (d) 'Service' means the Indian Administrative Service;
- (e) 'Schedule' means a Schedule to these Rules;
- (f) 'Training School' means the Indian Administrative Service Training School, Delhi.

**3. Probation and probationers.**—(1) Every person recruited to the Service by a competitive examination shall be appointed to the Service on probation.

(2) Every probationer shall be on probation for a period of one year:

Provided that the Central Government may, if it so thinks fit, in any case or class of cases extend the period of probation.

**4. Execution of agreement.**—A probationer shall on appointment to the Service execute an agreement in the form specified in the Schedule binding himself and one surety, jointly and severally, in the event of his failing to comply with any of the provisions of these rules to the satisfaction of the Central Government, to refund any moneys paid to him consequent on his appointment as a probationer.

**5. Training.**—(1) A probationer shall on appointment to the Service attend the Training School and undergo such training therein and for such period as the Central Government may direct.

(2) Where a probationer has completed his period of probation to the satisfaction of the Central Government he shall, subject to the other provisions of these rules, be confirmed in the Service at the end of the period of probation prescribed in sub-rule (2) of rule 3.

**6. Record in Training School.**—(1) A probationer shall attend such lectures and undergo such tests and exercises as the Principal may, from time to time, direct.

(2) At the end of the period of training the Principal shall assess

the record in the Training School of each probationer by awarding him such number of marks out of a maximum of 250 marks as he may, in each case, think fit.

**7. Final examination.**—(1) Every probationer shall, at or about the end of the period of training, appear at a final examination to be conducted by the Commission.

(2) The examination shall be conducted by the Commission in accordance with such regulations as the Central Government may, in consultation with the State Governments and the Commission, from time to time, make.

**8. Failure to appear at the final examination in certain circumstances.**—Where a probationer is prevented by sickness or other cause over which he has no control from completing his course of studies for the final examination or from appearing at such examination, the Central Government, in consultation with the Commission, may—

(a) allow him to appear at the next final examination or any special examination which the Commission may hold for the purpose, or

(b) exempt him from appearing in all or any of the subjects prescribed for the final examination.

**9. Failure to pass the final examination.**—Where a probationer fails to obtain the minimum number of marks prescribed for any subject, group of subjects or part of the final examination, under the regulations framed under rule 7, the Central Government may, after consulting the Commission, permit him to sit for re-examination in the subject or subjects in which he failed, or exempt him from appearing in such subject or subjects, or discharge him from the Service, or pass such other order as it may think fit:

Provided that the marks awarded to a probationer on such re-examination shall not be taken into account by the Commission in determining his seniority.

**10. Seniority of probationers.**—(1) The Commission shall prepare a list of all probationers who are appointed to the Service on the results of the same competitive examination. Such list shall be arranged in order of merit, which shall be determined in accordance with the aggregate of marks obtained by each probationer—

(a) at the competitive examination;

(b) in respect of his record in the Training School; and

(c) at the final examination;

Provided that in determining such order of merit no account shall be taken of marks awarded to a probationer in any subject in which he has failed to satisfy the Commission.

(2) The seniority *inter se* of the probationers recruited on the basis of each competitive examination shall be determined in accordance with the list prepared under sub-rule (1).

**11. Discipline and conduct.**—(1) Every probationer shall be under the disciplinary control of the Principal and shall obey such general or special orders as may be given by him from time to time.

(2) A probationer shall be liable to be removed or dismissed from Service if he fails to obey any order which he may receive from the Central Government or from any other competent authority or if in the opinion of the Central Government he has wilfully neglected his probationary studies or duties or is guilty of conduct unbecoming a member of the Service:

Provided that before any action is taken against a probationer under this sub-rule he shall be given an opportunity for showing cause against the action proposed to be taken in regard to him:

Provided further that before any final order is passed against a probationer under this sub-rule, the Commission shall be consulted.

**12. Discharge of a probationer.**—A probationer shall be liable to be discharged from the Service—

(a) if he fails to pass the final examination in the circumstances mentioned in rule 9; or

(b) if on any information received relating to his nationality, age, health, character and antecedents, the Central Government is satisfied that the probationer is ineligible or otherwise unfit for being a member of the Service.  
or

(c) if he fails to comply with any of the provisions of these rules.

**13. Salary.**—During the period of probation, a probationer shall receive salary in the lowest stage of the junior time-scale applicable to the Service and shall not receive any increment in the time-scale before his confirmation in the Service.

**14. Travelling allowance.**—A probationer shall in respect of every journey which he may be required to perform,—

(a) in connection with his training;

(b) for attendance at any examination during the period of probation; and

(c) for proceeding to the station to which he is posted after the final examination;

be entitled to such travelling allowances as may be admissible to a member of the Service on tour.

**15. Saving.**—Nothing in these rules shall be construed as limiting the power of the Central Government, for good and sufficient reasons, to dismiss or remove at any time a probationer from the Service.

**16. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**17. Repeal.**—All rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

### Schedule

To

The President of India

Whereas I,\*

a probationer in the Indian Administrative Service (hereinafter referred to as "the probationer") being entitled [subject to compliance with the Indian Administrative Service (Probation) Rules, 1954] to receive from the President (hereinafter referred to as the Central Government) or from the Government of the State to which I may be posted pay and allowances during the period in which I am under training:

Now we, the probationer, and†

(hereinafter referred to as "the surety") jointly and severally, do hereby in pursuance of the said rules, promise and agree in the event of the failure of the probationer to complete probation to the satisfaction of the Central Government, to refund to the Central Government on demand any moneys paid to him, including the pay and travelling expenses to join appointment.

The surety hereby agrees that his liability hereunder shall not be affected by the Central Government extending the period of probation or giving the probationer an extension of time for payment of or compounding the amount payable hereunder.

Dated this                      day of                      19

Signature of probationer

Signed by the probationer in the presence of

Name of witness

Address

Occupation

Signature of the surety

Signed by the surety in the presence of

Name of witness

Address

Occupation

\*The full name and address of the probationer should be inserted.

†The surety is requested to insert his full name and address and occupation.

I\*

whose signature is appended to the above agreement as surety, do hereby declare that I am

†(a) in the permanent service of the Government of

or

†(b) ordinarily resident in India and that I possess means which will enable me to repay to the Central Government the sums of money referred to, in the event of my being called upon to do so in accordance with the terms of the agreement.

Signature of the surety

Signed by the surety in the presence of

Name of witness

Address

Occupation

### THE INDIAN POLICE SERVICE (PROBATION) RULES, 1954.

**No. 4/2/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These rules may be called the Indian Police Service (Probation) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'Commandant' means the Commandant of the Training College;
- (b) 'Commission' means the Union Public Service Commission;
- (c) 'probationer' means a person appointed to the Service on probation;
- (d) 'Schedule' means a Schedule to these rules;
- (e) 'Service' means the Indian Police Service;
- (f) 'State Government concerned' in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter;
- (g) 'Training College' means the Central Police Training College.

**3. Probation and probationers.**—(1) Every person recruited to the Service by a competitive examination shall be appointed to the Service on probation.

\*The surety is requested to insert his full name

†One of these should be struck out.

(2) Every probationer shall be on probation for a period of two years:

Provided that the Central Government may, if it so thinks fit in any case or class of cases, extend the period of probation in consultation with the Commission.

**4. Execution of agreement.**—A probationer shall on appointment to the Service execute an agreement in the form specified in the Schedule binding himself and one surety, jointly and severally, in the event of his failing to comply with any of the provisions of these rules to the satisfaction of the Central Government, to refund any moneys paid to him consequent on his appointment as a probationer.

**5. Training.**—(1) A probationer shall on appointment to the Service attend the Training College and undergo such training therein and for such period as the Central Government may direct.

(2) On completion of the training at the Training College, a probationer shall undergo such further training in the State to which he is posted and for such period as the Central Government may, in consultation with the State Government concerned, direct.

(3) Where a probationer has completed his period of probation to the satisfaction of the Central Government, he shall, subject to the other provisions of these rules, be confirmed in the Service at the end of the period of probation prescribed in sub-rule (2) of rule 3.

**6. Attendance at lectures etc.**—(1) A probationer shall attend such lectures and undergo such tests and exercises as may be prescribed from time to time.

(2) At the end of the period of training in the Training College, the Commandant shall assess the record in the Training College of each probationer by awarding him such number of marks out of a maximum of 100 marks as he may, in each case, think fit.

(3) At the end of the period of training in the State, the State Government concerned shall assess the record of the probationer during the period of training undergone in the State and forward it to the Central Government.

**7. Final examination.**—(1) Every probationer shall, at or about the end of the period of training in the Training College, appear at a final examination to be conducted by the Commission.

(2) The examination shall be conducted by the Commission in accordance with such regulations as the Central Government may, in consultation with the State Governments and the Commission, from time to time, make.

**8. Failure to appear at the final examination in certain circumstances.**—Where a probationer is prevented by sickness or other cause over which he has no control from completing his course of studies for the final examination or from appearing at such examination, the Central Government, in consultation with the Commission, may—

(a) allow him to appear at the next final examination or any special examination which the Commission may hold for the purpose, or

(b) exempt him from appearing in all or any of the subjects prescribed for the final examination,

**9. Failure to pass the final examination.**—Where a probationer fails to obtain the minimum number of marks prescribed for any subject, group of subjects or part of the final examination, under the regulations framed under rule 7, the Central Government may, after consulting the Commission, permit him to sit for re-examination in the subject or subjects in which he failed, or exempt him from appearing in such subject or subjects, or discharge him from the service, or pass such other order as it may think fit:

Provided that the marks awarded to a probationer on such re-examination shall not be taken into account by the Commission in determining his seniority.

**10. Seniority of probationers.**—(1) The Commission shall prepare a list of all probationers who are appointed to the Service on the results of the same competitive examination. Such list shall be arranged in order of merit, which shall be determined in accordance with the aggregate of marks obtained by each probationer—

- (a) at the competitive examination;
- (b) in respect of his record in the Training College; and
- (c) at the final examination:

Provided that in determining such order of merit no account shall be taken of marks awarded to a probationer in any subject in which he has failed to satisfy the Commission

(2) The seniority *inter se* of the probationers recruited on the basis of each competitive examination shall be determined in accordance with the list prepared under sub-rule (1).

**11. Discipline and conduct.**—(1) Every probationer shall be under the disciplinary control of the Commandant while undergoing training in the Training College and under the disciplinary control of the State Government while undergoing training in the State, and shall obey such general or special orders as may be communicated to him by the Commandant or the State Government from time to time.

(2) A probationer shall be liable to be removed or dismissed from service if he fails to obey any order which he may receive from the Central Government or from any other competent authority, or if in the opinion of the Central Government he has wilfully neglected his probationary studies or duties, or is guilty of conduct unbecoming a member of the Service:

Provided that before any action is taken against a probationer under this sub-rule, he shall be given an opportunity for showing cause against the action proposed to be taken against him:

Provided further that before any final orders are passed against a probationer under this sub-rule, the Commission shall be consulted.

**12. Discharge of a probationer.**—A probationer shall be liable to be discharged from the Service—

- (a) if he fails to pass the final examination in the circumstances mentioned in rule 9; or

- (b) if on any information received relating to his nationality, age, health, character and antecedents, the Central Government is satisfied that the probationer is ineligible or unfit for being a member of the Service; or
- (c) if he fails to comply with any of the provisions of these rules.

**13. Salary.**—During the first year of probation, a probationer shall receive salary in the lowest stage of the junior time-scale applicable to the Service, and during the remaining period of probation at the second stage of that scale:

Provided that a State Government shall sanction the grant of advance increments in the junior time-scale of the Service in accordance with the provisions of rule 7 of the Indian Police Service (Pay) Rules, 1954, to a probationer, if after joining duty in a State, on completion of training at the Training College, and during the probationary period, he qualifies at such departmental examinations with such standard of proficiency as may from time to time, be specified by the State Government.

**14. Travelling allowance.**—A probationer in respect of every journey which he may be required to perform,—

- (a) in connection with his training, and
- (b) for attendance at any examination during the period of probation,

be entitled to such travelling allowances as may be admissible to a member of the Service.

**15. Inherent Powers.**—Nothing in these rules shall be construed as limiting the power of the Central Government, for good and sufficient reasons, to dismiss or remove a probationer from the Service at any time.

**16. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**17. Repeal and saving.**—All rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules:

Provided further that nothing in these rules shall apply to the probationers appointed before the commencement of these rules and they shall continue to be governed by the orders and instructions relating to probationers in force immediately before the commencement of these rules.

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## Schedule

To

# The President of India

Whereas I,\*

a probationer in the Indian Police Service (hereinafter referred to as "the probationer") being entitled [subject to compliance with the Indian Police Service (Probation) Rules, 1954] to receive from the President (hereinafter referred to as the Central Government) or from the Government of the State to which I may be posted pay and allowances during the period in which I am under training:

Now we, the probationer, and†  
(hereinafter referred to as “the surety”) jointly and severally, do hereby in pursuance of the said rules, promise and agree in the event of the failure of the probationer to complete probation to the satisfaction of the Central Government, to refund to the Central Government on demand any moneys paid to him, including the pay and travelling expenses to join appointment.

The surety hereby agrees that his liability hereunder shall not be affected by the Central Government extending the period of probation or giving the probationer an extension of time for payment of or compounding the amount payable hereunder.

Dated this                      day of                      19

Signature of probationer:

Signed by the probationer in the presence of

Name of witness

Address

Occupation

Signature of the surety

Signed by the surety in the presence of

Name of witness

Address

Occupation

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whose signature is appended to the above agreement as surety, do hereby declare that I am

@(a) in the permanent service of the Government of

or

@(b) ordinarily resident in India and that I possess means which will enable me to repay to the Central Government the sums of money referred to, in the event of my

\*The full name and address of the probationer should be inserted.

†The surety is requested to insert his full name and address and occupation.

§The surety is requested to insert his full name.

@One of these should be struck out.

being called upon to do so in accordance with the terms of the agreement.

Signature of the surety

Signed by the surety in the presence of

Name of witness

Address

Occupation

## THE INDIAN ADMINISTRATIVE SERVICE (CADRE) RULES, 1954

**No. 2/2/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title.**—These rules may be called the Indian Administrative Service (Cadre) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'cadre officer' means a member of the Indian Administrative Service;
- (b) 'cadre post' means any of the posts specified as such in the regulations made under sub-rule (1) of rule 4;
- (c) 'State' means a Part 'A' State or a Part 'B' State other than the State of Jammu and Kashmir, and includes the State of Vindhya Pradesh;
- (d) 'State Government' in relation to the State of Vindhya Pradesh, means the Lieutenant Governor;
- (e) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter.

3. **Constitution of Cadres.**—(1) There shall be constituted for each State or group of States an Indian Administrative Service cadre.

(2) The cadre so constituted for a State or a group of States is hereinafter referred to as a 'State Cadre', or, as the case may be, a 'Joint Cadre'.

4. **Strength of Cadres.**—(1) The strength and composition of each of the cadres constituted under rule 3 shall be as determined by regulations made by the Central Government in consultation with the State Governments in this behalf and until such regulations are made, shall be as in force immediately before the commencement of these rules.

(2) The Central Government shall, at the interval of every three years, re-examine the strength and composition of each such cadre in consultation with the State Government or the State Governments concerned and may make such alterations therein as it deems fit:

Provided that nothing in this sub-rule shall be deemed to affect the power of the Central Government to alter the strength and composition of any cadre at any other time:

Provided further that the State Government concerned may add for a period not exceeding one year to a State or Joint Cadre one or more posts carrying duties or responsibilities of a like nature to cadre posts.

**5. Allocation of members to various cadres.**—(1) The allocation of cadre officers to the various cadres shall be made by the Central Government in consultation with the State Government or the State Governments concerned.

(2) The Central Government may, with the concurrence of the State Governments concerned, transfer a cadre officer from one cadre to another cadre.

**6. Deputation of cadre officers.**—A cadre officer may, with the concurrence of the State Government or the State Governments concerned and the Central Government, be deputed for service under the Central Government or another State Government.

**7. Postings.**—All appointments to cadre posts shall be made—

- (a) in the case of a State Cadre, by the State Government; and
- (b) in the case of a Joint Cadre, by the State Government concerned.

**8. Cadre posts to be filled by cadre officers.**—Save as otherwise provided in these rules, every cadre post shall be filled by a cadre officer.

**9. Temporary appointment of non-cadre officers to cadre posts.**

(1) A cadre post in a State may be filled by a person who is not a cadre officer if the State Government is satisfied—

- (a) that the vacancy is not likely to last for more than three months; or
- (b) that there is no suitable cadre officer available for filling the vacancy.

(2) Where in any State a person other than a cadre officer is appointed to a cadre post for a period exceeding three months, the State Government shall forthwith report the fact to the Central Government together with the reasons for making the appointment.

(3) On receipt of a report under sub-rule (2) or otherwise, the Central Government may direct that the State Government shall terminate the appointment of such person and appoint thereto a cadre officer, and where any direction is so issued, the State Government shall accordingly give effect thereto.

(4) Where a cadre post is likely to be filled by a person who is not a cadre officer for a period exceeding six months, the Central Government shall report the full facts to the Union Public Service Commission with the reasons for holding that no suitable officer is available for filling the post and may in the light of the advice given by the Union Public Service Commission give suitable directions to the State Government concerned:

Provided that nothing contained in this rule shall affect the arrangements already made by the Central Government in consultation with the Governments of Part 'B' States and the Government of the State of Vindhya Pradesh at the time of the initial constitution of the All India Services cadres in those States for certain cadre posts to be held by non-cadre officers.

**10. Report to the Central Government of vacant cadre posts.**—Where a State Government proposes to keep a cadre post vacant for a period exceeding six months, the State Government shall forthwith make a report to the Central Government in respect of the following matters, namely:—

- (a) the reasons for the proposal;
- (b) the period for which the State Government proposes to keep the post vacant;
- (c) the provision, if any, made for the existing incumbent of the post; and
- (d) whether it is proposed to make any arrangements for the performance of the duties of the post held in abeyance, and if so, the particulars of such arrangements.

**11. Holding of more than one post by a cadre officer.**—The State Government concerned in respect of the posts borne on the State Cadre or the Joint Cadre, as the case may be, may, for the purpose of facilitating leave arrangements or for making temporary arrangements for a period not exceeding six months, direct that any two cadre posts or a cadre post and an equivalent post may be held simultaneously by one single cadre officer.

**12. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**13. Repeal and saving.**—All rules corresponding to these rules and in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rule so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

### THE INDIAN POLICE SERVICE (CADRE) RULES, 1954.

**No. 2/3/54-AIS(II).**—In exercise of the powers conferred by subsection (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

**1. Short title.**—These rules may be called the Indian Police Service (Cadre) Rules, 1954.

**2. Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'cadre officer' means a member of the Indian Police Service;
- (b) 'cadre post' means any of the posts specified as such in the regulations made under sub-rule (1) of rule 4;
- (c) 'State' means a Part 'A' State or a Part 'B' State other than the State of Jammu and Kashmir, and includes the State of Vindhya Pradesh;
- (d) 'State Government', in relation to the State of Vindhya Pradesh, means the Lieutenant Governor;
- (e) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such State Governments to represent them in relation to a particular matter.

**3. Constitution of Cadres.**—(1) There shall be constituted for each State or group of States an Indian Police Service Cadre.

(2) The Cadres so constituted for a State and a group of States are hereinafter referred to as a 'State Cadre' and a 'Joint Cadre' respectively.

**4. Strength of Cadres.**—(1) The strength and composition of each of the cadres constituted under rule 3 shall be as determined by regulations made by the Central Government in consultation with the State Governments in this behalf and until such regulations are made shall be as in force immediately before the commencement of these rules.

(2) The Central Government shall, at intervals of every three years, re-examine the strength and composition of each such Cadre in consultation with the State Government or the State Governments concerned and may make such alterations therein as it deems fit:

Provided that nothing in this sub-rule shall be deemed to affect the power of the Central Government to alter the strength and composition of any cadre at any other time:

Provided further that the State Government concerned may add for a period not exceeding one year to a State or Joint Cadre one or more posts carrying duties or responsibilities of a like nature to cadre posts.

**5. Allocation of members to various cadres.**—(1) The allocation of cadre officers to the various cadres shall be made by the Central Government in consultation with the State Government or State Governments concerned.

(2) The Central Government may, with the concurrence of the State Governments concerned, transfer a cadre officer from one cadre to another cadre.

6. **Deputation of cadre officers.**—A cadre officer may, with the concurrence of the State Government or the State Governments concerned and the Central Government, be deputed for service under the Central Government or another State Government.

7. **Postings.**—All appointments to cadre posts shall be made—

(a) in the case of a State Cadre, by the State Government; and

(b) in the case of a Joint Cadre, by the State Government concerned.

8. **Cadre Posts to be filled by cadre officers.**—Save as otherwise provided in these rules, every cadre post shall be filled by a cadre officer.

9. **Temporary appointment of non-cadre officers to cadre police.**—

(1) A cadre post in a State may be filled by a person who is not a cadre officer if the State Government is satisfied—

(a) that the vacancy is not likely to last for more than three months; or

(b) that there is no suitable cadre officer available for filling the vacancy.

(2) Where in any State, a person other than a cadre officer is appointed to a cadre post for a period exceeding three months, the State Government shall forthwith report the fact to the Central Government together with the reasons for making the appointment.

(3) On receipt of a report under sub-rule (2) or otherwise, the Central Government may direct that the State Government shall terminate the appointment of such person and appoint thereto a cadre officer and where any direction is so issued, the State Government shall accordingly give effect thereto.

(4) Where a cadre post is likely to be filled by a person who is not a cadre officer for a period exceeding six months, the Central Government shall report the full facts to the Union Public Service Commission with the reasons for holding that no suitable officer is available for filling the post and may in the light of the advice given by the Union Public Service Commission give suitable directions to the State Government concerned:

Provided that nothing contained in this rule shall effect arrangements already made by the Central Government in consultation with the Governments of Part B States and the Government of the State of Vindhya Pradesh at the time of the initial constitution of the All-India Services Cadres in those States for certain cadre posts to be held by non-cadre officers.

10. **Report to the Central Government of vacant cadre posts.**—Where a State Government proposes to keep a cadre post vacant for a period exceeding six months, the State Government shall forthwith make a report to the Central Government in respect of the following matters, namely:—

(a) the reasons for the proposal;

(b) the period for which the State Government proposes to keep the post vacant;

(c) the provision, if any, made for the existing incumbent of the post; and

whether it is proposed to make any arrangements for the performance of the duties of the post held in abeyance, and if so, the particulars of such arrangements.

#### 11. **Holding**

**Governing of more than one post by a cadre officer.**—The State Government concerned, in respect of the posts borne on the State Cadre or the Joint Cadre, as the case may be, may, for the purpose of facilitating leave arrangements or for making temporary arrangements for a period not exceeding six months, direct by any two cadre posts or a cadre post and an equivalent post may be held simultaneously by one single cadre officer.

**12. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**13. Repeal and saving.**—All rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed;

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

### THE INDIAN ADMINISTRATIVE SERVICE (REGULATION OF SENIORITY) RULES, 1954

**No. 9/1/54-AIS(II).**—In exercise of the powers conferred by subsection (1) of Section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title.**—These rules may be called the Indian Administrative Service (Regulation of Seniority) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'cadre' means an Indian Administrative Service Cadre constituted in accordance with rule 3 of the Indian Administrative Service (Cadre) Rules, 1954;
- (b) 'Commission' means the Union Public Service Commission;
- (c) 'competitive examination' means the examination referred to in rule 7 of the Recruitment Rules;
- (d) 'gradation list' means a gradation list prepared under rule 6;
- (e) 'officer' means a member of the Service;
- (f) 'Recruitment Rules' means the Indian Administrative Service (Recruitment) Rules, 1954;
- (g) 'senior post' means a post included under item 1 of each Schedule to the Indian Administrative Service (Cadre) Regulations, 1954, framed under sub-rule (1) of rule 4 of the Indian Administrative Service (Cadre) Rules, 1954, or any post declared equivalent thereto by the State Government concerned;

- (h) 'Service' means the Indian Administrative Service;
- (i) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;
- (j) 'State Government', in relation to the State of Vindhya Pradesh means the Lieutenant Governor;
- (k) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such Governments to represent them in relation to a particular matter.

**3. Assignment of year of allotment.**—(1) Every officer shall be assigned a year of allotment in accordance with the provisions hereinafter contained in this rule.

(2) The year of allotment of an officer in service at the commencement of these rules shall be the same as has been assigned to him or may be assigned to him by the Central Government in accordance with the orders and instructions in force immediately before the commencement of these rules.

Provided that where the year of allotment of an officer appointed in accordance with sub-rule (1) of rule 8 of the Recruitment Rules, has not been determined prior to the commencement of these Rules, his year of allotment shall be determined in accordance with the provision in clause (b) of sub-rule (3) of this rule and for this purpose, such officer shall be deemed to have officiated in a senior post only if and for the period for which he was approved for such officiation by the Central Government in consultation with the Commission.

(3) The year of allotment of an officer appointed to the Service after the commencement of these rules, shall be—

- (a) where the officer is appointed to the Service on the result of a competitive examination, the year following the year in which such examination was held;
- (b) where the officer is appointed to the Service by promotion in accordance with sub-rule (1) of rule 8 of the Recruitment Rules, the year of allotment of the junior-most among the officers recruited to the Service in accordance with rule 7 of those rules who officiated continuously in a senior post from a date earlier than the date of commencement of such officiation by the former:

Provided that the year of allotment of an officer appointed to the Service in accordance with sub-rule (1) of rule 8 of the Recruitment Rules who started officiating continuously in a senior post from a date earlier than the date on which any of the officers recruited to the Service in accordance with rule 7 of those Rules so started officiating, shall be determined *ad hoc* by the Central Government in consultation with the State Government concerned:



THE INDIAN POLICE SERVICE (REGULATION OF SENIORITY)  
RULES, 1954

**No. 9/2/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title.**—These Rules may be called the Indian Police Service (Regulation of Seniority) Rules, 1954.

2. **Definitions.**—In these rules, unless the context otherwise requires,—

- (a) 'Cadre' means an Indian Police Service Cadre constituted in accordance with rule 3 of the Indian Police Service (Cadre) Rules, 1954;
- (b) 'Commission' means the Union Public Service Commission;
- (c) 'competitive examination' means the examination referred to in rule 7 of the Recruitment Rules;
- (d) 'gradation list' means a gradation list prepared under rule 6;
- (e) 'officer' means a member of the Service;
- (f) 'Recruitment Rules' means the Indian Police Service (Recruitment) Rules, 1954;
- (g) 'senior post' means a post included under item 1 of each Schedule to the Indian Police Service (Cadre) Regulations, 1954, framed under sub-rule (1) of rule 4 of the Indian Police Service (Cadre) Rules, 1954, or any post declared equivalent thereto by the State Government concerned;
- (h) 'Service' means the Indian Police Service;
- (i) 'State Cadre' and 'Joint Cadre' have the meanings respectively assigned to them in the Indian Police Service (Cadre) Rules, 1954;
- (j) 'State Government' in relation to the State of Vindhya Pradesh means the Lieutenant Governor;
- (k) 'State Government concerned', in relation to a Joint Cadre, means the Governments of all the States for which the Joint Cadre is constituted and includes the Government of a State nominated by all such Governments to represent them in relation to a particular matter.

3. **Assignment of Year of Allotment.**—(1) Every officer shall be assigned a year of allotment in accordance with the provisions hereinafter contained in this rule.

(2) The year of allotment of an officer in service at the commencement of these rules shall be the same as has been assigned to him or may be assigned to him by the Central Government in accordance with the orders and instructions in force immediately before the commencement of these rules:

Provided that where the year of allotment of an officer appointed in accordance with rule 9 of the Recruitment Rules, has not been determined prior to the commencement of these Rules, his year of allotment shall be determined in accordance with the provision in clause (b) of sub-rule (3) of this rule and for this purpose, such officer shall be deemed to have officiated in a senior post only if and for the period for which he was approved for such officiation by the Central Government in consultation with the Commission.

(3) The year of allotment of an officer appointed to the Service after the commencement of these rules, shall be—

- (a) where the officer is appointed to the Service on the results of a competitive examination, the year following the year in which such examination was held;
- (b) where the officer is appointed to the Service by promotion in accordance with rule 9 of the Recruitment Rules, the year of allotment of the junior-most among the officers recruited to the Service in accordance with rule 7 of those Rules who officiated continuously in a senior post from a date earlier than the date of commencement of such officiation by the former:

Provided that the year of allotment of an officer appointed to the Service in accordance with rule 9 of the Recruitment Rules who started officiating continuously in a senior post from a date earlier than the date on which any of the officers recruited to the Service, in accordance with rule 7 of those Rules, so started officiating shall be determined *ad hoc* by the Central Government in consultation with the State Government concerned:

Provided further that an officer appointed to the Service after the commencement of these Rules in accordance with rule 9 of the Recruitment Rules shall be deemed to have officiated continuously in a senior post prior to the date of the inclusion of his name in the Select List prepared in accordance with the requirements of the Indian Police Service (Appointment by Promotion) Regulations framed under rule 9 of the Recruitment Rules, if the period of such officiation prior to that date is approved by the Central Government in consultation with the Commission.

*Explanation 1.*—An officer shall be deemed to have officiated continuously in a senior post from a certain date if during the period from that date to the date of his confirmation in the senior grade he continues to hold without any break or reversion a senior post otherwise than as a purely temporary or local arrangement.

*Explanation 2.*—An officer shall be treated as having officiated in a senior post during any period in respect of which

the State Government concerned certifies that he would have so officiated but for his absence on leave or appointment to any special post or any other exceptional circumstance.

**4. Seniority of Officers.**—(1) The seniority of officers *inter se* shall be determined in accordance with the provisions hereinafter contained in this rule.

(2) The seniority of officers in service at the commencement of these rules shall be as has been determined or may be determined by the Central Government in accordance with the orders and instructions in force immediately before the commencement of these rules:

Provided that where the seniority of an officer appointed in accordance with rule 9 of the Recruitment Rules has not been determined before the commencement of these rules, his seniority shall be determined in accordance with the provision in sub-rule (3).

(3) The seniority of officers appointed to the Service after the commencement of these rules who are assigned the same year of allotment shall be in the following order, that is to say—

(i) officers appointed to the Service on the results of a competitive examination in accordance with rule 7 of the Recruitment Rules ranked *inter se* in accordance with rule 10 of the Indian Police Service (Probation) Rules, 1954;

(ii) officers appointed to the Service by promotion in accordance with rule 9 of the Recruitment Rules ranked *inter se* in the order of the date of their appointment:

Provided that if the date of appointment of more than one such officer is the same, their seniority *inter se* shall be in the order in which their names are arranged on the date of their appointment to the Service in the Select List prepared having regard to the requirements of the Indian Police Service (Appointment by Promotion) Regulations framed under rule 9 of the Recruitment Rules.

**5. Seniority of Officers placed in List II and List III by the Special Recruitment Board.**—The year of allotment and the position to be assigned in the gradation list to an officer who was placed in List II or List III by the Special Recruitment Board in accordance with the Indian Police Service (Extension to States) Scheme, shall be determined *ad hoc* by the Central Government in consultation with the State Government concerned.

**6. Gradation List.**—There shall be prepared every year for each State Cadre and Joint Cadre a gradation list consisting of the names of all officers borne on that Cadre arranged in order of seniority in accordance with the provisions of rules 4, 5 and 7.

7. **Fixation of seniority on transfer to another cadre.**—If an officer is transferred from one cadre to another in the public interest, his position in the gradation list of the cadre to which he is transferred shall be determined by the Central Government on an *ad hoc* basis:

Provided that where the transfer is made at the request of the officer, he shall be assigned a position in the gradation list of the cadre to which he is transferred below all the officers of his category borne on that cadre who have the same year of allotment.

8. **Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

9. **Repeal and Saving.**—All rules corresponding to these rules in force immediately before the commencement of these rules are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

### THE ALL INDIA SERVICES (CONDUCT) RULES, 1954.

**No. 8/1/54-AIS(II).**—In exercise of the powers conferred by sub-section (1) of section 3 of the All-India Services Act, 1951 (LXI of 1951), the Central Government, after consultation with the Governments of the States concerned, hereby makes the following rules, namely:—

1. **Short title.**—These rules may be called the All India Services (Conduct) Rules, 1954.

2. **Definitions.**—In these Rules, unless the context otherwise requires,—

(a) “Government” means—

- (i) in the case of a member of the Service serving in connection with the affairs of the Union, the Central Government; or
- (ii) in the case of a member of the Service serving under a Foreign Government or outside India (whether on duty or on leave), the Central Government; or
- (iii) in the case of a member of the Service serving in connection with the affairs of the State, the Government of that State;

**Explanation.**—A member of the Service whose services are placed at the disposal of a company, corporation, organisation or a local authority by the Central Government or the Government of a State, shall, for the purposes of these rules, be deemed to be a member of the Service serving in connection with the affairs of the Union or in connection with the affairs of that State, as the case may be, notwithstanding that his salary is drawn from sources other than from the Consolidated Fund of the Union or of that State;

(b) "member of the family", in relation to a member of the Service, includes,—

- (i) the wife, child or step-child of such member whether residing with him or not, and in relation to a member of the Service who is a woman, the husband residing with her and dependent on her, and
- (ii) any other person related, whether by blood or by marriage, to the member of the Service or to such member's wife or her husband, and wholly dependent on such member,

but does not include a wife or husband legally separated from the member of the Service, or a child or step-child who is no longer in any way dependent upon him or her, or of whose custody the member of the Service has been deprived by law;

(c) "member of the Service" means a member of the Indian Administrative Service or the Indian Police Service, as the case may be.

**3. General.**—Every member of the Service shall at all times maintain absolute integrity and devotion to duty.

**4. Taking part in politics and elections.**—(1) No member of the Service shall be a member of, or be otherwise associated with, any political party or any organisation which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity.

(2) It shall be the duty of every member of the Service to endeavour to prevent any member of the family from taking part in, subscribing in aid of, or assisting in any other manner any movement or activity which is, or tends directly or indirectly to be, subversive of the Government as by law established, and where a member of the Service fails to prevent a member of his family from taking part in, or subscribing in aid of, or assisting in any other manner, any such movement or activity, he shall make a report to that effect to the Government.

(3) If any question arises whether any movement or activity falls within the scope of this rule, the decision of the Government thereon shall be final.

(4) No member of the Service shall canvass or otherwise interfere or use his influence in connection with, or take part in, an election to any legislature or local authority:

Provided that.—

- (i) a member of the Service qualified to vote at such election may exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted;
- (ii) a member of the Service shall not be deemed to have contravened the provisions of this rule by reason only that he assists in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force;
- (iii) the Government may permit a member of the Service to offer himself as a candidate for election to a local

authority and the member of the Service so permitted shall not be deemed to have contravened the provisions of this rule.

*Explanation.*—The display by a member of the Service on his person, vehicle or residence of any electoral symbol shall amount to using his influence in connection with an election, within the meaning of this sub-rule.

**5. Connection with press or radio.**—(1) No member of the Service shall, except with the previous sanction of the Government, own wholly or in part, or conduct or participate in editing or managing of, any newspaper or other periodical publication.

(2) No member of the Service shall, except with the previous sanction of the Government or any other authority empowered by it in this behalf, or in the *bona fide* discharge of his duties, participate in a radio broadcast or contribute any article or write any letter, either anonymously or in his own name or in the name of any other person to any newspaper or periodical:

Provided that no such sanction shall be required if such broadcast or such contribution is of a purely literary, artistic or scientific character.

**6. Criticism of Government.**—No member of the Service shall, in any radio broadcast or in any document published anonymously or in his own name, or in the name of any other person or in any communication to the press, or in any public utterance, make any statement of fact or opinion—

- (i) which has the effect of an adverse criticism of any current or recent policy or action of the Central Government or a State Government; or
- (ii) which is capable of embarrassing the relations between the Central Government and the Government of any State; or
- (iii) which is capable of embarrassing the relations between the Central Government and the Government of any foreign State:

Provided that nothing in this rule shall apply to any statements made or views expressed by a member of the Service in his official capacity or in the due performance of the duties assigned to him.

**7. Evidence before committee or any other authority.**—(1) Save as provided in sub-rule (3) no member of the Service shall, except with the previous sanction of the Government, give evidence in connection with any inquiry conducted by any person, committee or authority.

(2) Where any sanction has been accorded under sub-rule (1), no member of the Service giving such evidence shall criticise the policy or any action of the Central Government or of a State Government.

(3) Nothing in this rule shall apply to—

- (a) evidence given at an inquiry before an authority appointed by the Government, by Parliament or by a State Legislature; or

(b) evidence given in any judicial inquiry.

**8. Unauthorised communication of information.**—No member of the Service shall, except in accordance with any general or special order of the Government or in the performance in good faith of the duties assigned to him, communicate, directly or indirectly, any official document or information to any Government servant or any other person to whom he is not authorised to communicate such document or information.

**9. Subscriptions.**—No member of the Service shall, except with the previous sanction of the Government or of such authority as may be empowered by it in this behalf, ask for or accept contributions to, or otherwise associate himself with the raising of, any fund in pursuance of any object whatsoever.

**10. Gifts.**—(1) Save as otherwise provided in these rules, no member of the Service shall, except with the previous sanction of the Government, accept or permit his wife or any other member of his family to accept from any person any gift, of more than trifling value:

Provided that gifts of a value, reasonable in all circumstances of the case, may be accepted from relations and personal friends or presented to such persons on occasions such as weddings, anniversaries, funerals and religious functions, when the making or receiving of such gifts is in conformity with the prevailing religious or social customs; but acceptance of such gifts other than those of a trifling value shall be reported to the Government and the gifts shall be disposed of in such manner as the Government may direct.

*Explanation.*—For the purpose of this sub-rule, any trowel, key or other similar articles offered to a member of the Service at the laying of the foundation stone or the opening of a public building or any ceremonial function shall be deemed to be a gift.

(2) If a question arises whether any gift is of a trifling value or not, or where a member of the Service is in any doubt whether a gift offered to him is of a trifling value or not, a reference shall be made to the Government by such member and the decision of the Government thereon shall be final.

*Explanation.*—Whether or not a gift should be treated as of a trifling value shall depend on who the donor is and the circumstances in which the gift is made. A gift exceeding Rs. 20 in value from a person who is not a relation or a personal friend shall ordinarily be regarded as a gift not of trifling value. Gifts from relatives and personal friends upto the value of Rs. 50 or even upto the value of Rs. 200 on special occasions such as mentioned in proviso to sub-rule (1) may be regarded as of trifling value.

(3) Nothing in this rule shall be deemed to prevent any member of the Service from sitting at the request of any public body for a portrait, bust or statue, not intended for presentation to him.

**11. Public demonstrations in honour of members of the Service**—No member of the Service shall, except with the previous sanction

of the Government. receive any complimentary or valedictory address or accept any testimonial or attend any meeting or entertainment held in his honour. or in the honour of any other Government servant:

Provided that nothing in this rule shall apply to—

- (i) a farewell entertainment of a substantially private and informal character held in honour of a member of the Service or any other Government servant on the occasion of his retirement or transfer or of any person who has recently quitted service of any Government; or
- (ii) the acceptance of simple and inexpensive entertainments arranged by public bodies or institutions.

**12. Private trade or employment.**—(1) No member of the Service shall, except with the previous sanction of the Government, engage directly or indirectly, in any trade or business or undertake any employment:

Provided that a member of the Service may, without such sanction, undertake honorary work of a social or charitable nature or occasional work of a literary, artistic or scientific character, subject to the condition that his official duties do not thereby suffer; but he shall not undertake, or shall discontinue, such work if so directed by the Government.

*Explanation.*—Canvassing by a member of the Service in support of the business of insurance agency, commission agency etc. owned or managed by his wife or any other member of his family shall be deemed to be a breach of this sub-rule.

(2) No member of the Service shall, except with the previous sanction of the Government, take part in the registration, promotion or management of any bank or other company registered under the Indian Companies Act, 1913, or any other law for the time being in force:

Provided that a member of the Service may take part in the registration, promotion or management of a co-operative society registered under the Co-operative Societies Act, 1912 (II of 1912), or any other law for the time being in force, or of a literary, scientific or charitable society registered under the Societies Registration Act, 1860 (XXI of 1860) or any corresponding law in force.

**13. Investments, lending and borrowing.**—(1) No member of the Service shall speculate in any investment.

*Explanation.*—The habitual purchase or sale of securities of a notoriously fluctuating value shall be deemed to be speculation in investments within the meaning of this sub-rule.

(2) No member of the Service shall make, or permit his wife or any member of his family to make, any investment likely to embarrass or influence him in the discharge of his official duties.

(3) If any question arises whether a security or investment is of the nature referred to in sub-rule (1) or sub-rule (2), the decision of the Government thereon shall be final.



(4) No member of the Service shall, except with the previous sanction of the Government, lend money to any person possessing land or valuable property within the local limits of his authority, or at interest to any person:

**Provided that a member of the Service may make an advance of pay to a private servant, or give a loan of small amount free of interest to a personal friend or relative, even if such person possesses land within the local limits of his authority.**

(5) No member of the Service shall, save in the ordinary course of business with a bank or a firm of standing, borrow money from, or otherwise place himself under pecuniary obligation to any person within the local limits of his authority, nor shall he permit any member of his family, except with the previous sanction of the Government, to enter into any such transaction:

**Provided that a member of the Service may accept a purely temporary loan of small amount, free of interest, from a personal friend or relative or operate a credit account with a *bona fide* tradesman.**

(6) When a member of the Service is appointed or transferred to a post of such a nature as to involve him in the breach of any of the provisions of sub-rule (4) or sub-rule (5), he shall forthwith report the circumstances to the Government, and shall thereafter act in accordance with such orders as may be passed by the Government.

**14. Insolvency and habitual indebtedness.**—A member of the Service shall so manage his private affairs as to avoid habitual indebtedness or insolvency. A member of the Service who becomes the subject of a legal proceeding for insolvency shall forthwith report the full facts to the Government.

**15. Movable, immovable and valuable property.**—(1) No member of the Service shall, except with the previous knowledge of the Government, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise, either in his own name or in the name of any member of his family:

**Provided that any such transaction conducted otherwise than through a regular and reputed dealer shall require the previous sanction of the Government.**

(2) A member of the Service who enters into any transaction concerning any movable property exceeding one thousand rupees in value, whether by way of purchase, sale, or otherwise, shall forthwith report such transaction to the Government:

**Provided that no member of the Service shall enter into any such transaction except with or through a reputed dealer or agent of standing, or with the previous sanction of the Government.**

(3) Every member of the Service shall, on first appointment to the service, and thereafter at the interval of every twelve months, submit a return in such form as the Government may prescribe in this behalf, of all immovable property owned, acquired or inherited by him or held by him on lease or mortgage, either in his own name or in the name of any member of his family or in the name of any other person.

(4) The Government or any authority empowered by it in this behalf may, at any time, by general or special order, require a member of the Service to submit, within a period specified in the order, a full and complete statement of such movable or immovable property held or acquired by him or by any member of his family as may be specified in the order. Such statement shall, if so required by the Government or by the authority so empowered, include details of the means by which, or the source from which, such property was acquired.

**16. Vindication of acts and character of members of the Service.**

—No member of the Service shall, except with the previous sanction of the Government, have recourse to any court or to the press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of defamatory character.

*Explanation.*—Nothing in this rule shall be deemed to prohibit a member of the Service from vindicating his private character or any act done by him in his private capacity.

**17. Canvassing of non-official or other outside influence.**—No member of the Service shall bring or attempt to bring any political or other outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his Service.

**18. Bigamous marriages.**—No member of the Service who has a wife living shall contract another marriage without first obtaining the permission of the Government, notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to him.

**19. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Central Government whose decision thereon shall be final.

**20. Repeal and Saving.**—Any rules corresponding to these rules in force immediately before the commencement of these rules and applicable to members of the Service, are hereby repealed:

Provided that any order made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.

R. C. DUTT,

Joint Secretary.